

SVENJA FRIESS

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ACADEMIC POSITIONS

- 09/2024 - PRESENT Institute for Strategy, Technology, and Organization ([ISTO](#)) | LMU Munich
Post-doctoral Researcher
- 07/2019 - 08/2024 Max Planck Institute for Innovation and Competition ([MPI-IC](#))
Doctoral Researcher & Laboratory Manager (econlab)
- 09/2020 - 09/2022 Laboratory for Innovation Science at Harvard ([LISH](#))
Affiliated Researcher

EDUCATION

- 10/2019 - 01/2025 Munich Graduate School of Economics ([MGSE](#)) | LMU Munich
Ph.D. in Economics; Co-advisors: Dietmar Harhoff, Florian Englmaier
- 01/2022 - 06/2022 Laboratory for Innovation Science at Harvard ([LISH](#)) | Harvard University
Research Visit (Invited by Karim Lakhani)
- 10/2016 - 03/2019 LMU Munich
M.Sc. Economics
- 08/2014 - 01/2015 University of Copenhagen
Visiting Undergraduate Student
- 10/2012 - 08/2016 Heidelberg University
B.Sc. Economics (30/180 ECTS Electives in Sociology, Political Science & Philosophy)

RESEARCH INTERESTS

- FIELDS: Organization Design, Strategy, Behavioral Economics
- TOPICS: Workplace Interactions: Non-monetary Incentives, Knowledge & Innovation,
Digital Collaboration Tools & Platforms, DEI

WORKING PAPERS

- "Breaking the Ice: Can Early Peer Activity Improve Platform Engagement and Persistence?"
(w/ Laura Rosendahl Huber, [Job Market Paper](#), *Reject & Resubmit at Strategic Management Journal* - ABS 4*)
- "Reputational Concerns and Advice-Seeking at Work"
(w/ Marina Chugunova, Lea K. Heursen, [Working Paper](#), *under review Journal of Political Economy* - ABS 4*)
- "How Competition and Gender Composition Shape Creative Innovation Processes"
([Working Paper](#), *preparation for submission to Research Policy* - ABS 4*)
- "Firm Boundaries from the Outside in - How Firms can Improve Collaboration with Freelancers"
(w/ Tobias Kretschmer, Jonathan Jensen, Marlo Raveendran, Frederike Eulitz, Ted Liu, Gabby Burlacu,
& Ariadne Papatheodorou-Harvati, [Working Paper](#), *preparation for submission to Journal of Organization Design* - ABS 2)

RESEARCH IN PROGRESS

"Digital Enterprise Collaboration Platforms: An Interdisciplinary Progress Report"

(w/ Laura Stojko, Lin Lin, Tobias Kretschmer, Michael Koch, & Klaus Moser, *manuscript in preparation*)

"Pairing Up (Un-)equally: Coopetitive Dynamics with Heterogeneous Talent"

(w/ Benedikt Seigner, *data analysis stage*)

"Improving Cross-Boundary Freelancer-Firm Collaborations: An RCT with An Online Labor Platform"

(w/ Jonathan Jensen, Tobias Kretschmer, Marlo Raveendran, Ted Liu, & Gabby Burlacu, *piloting stage*)

"Generative AI in Knowledge Work: Experimental Evidence from the Global South"

(w/ Silvia Castro, Hoa Ho, & Maren Mickeler, *design stage*)

GRANTS & SCHOLARSHIPS

08/2025	PostDoc Support Fund, LMU Munich (part of Bavaria's Excellence Initiative) Field data collection & conference travel grants (€3,387)
04/2025	Schmidt Sciences, "AI at Work"-Program Proposal Development Award, co-investigator (\$10,000)
01/2022 - 05/2022	Fulbright Scholarship Research Visit at Harvard University (€12,000)
08/2020	Diligentia Foundation Grant "Reputational Concerns & Advice-Seeking at Work", co-investigator (€22,000)
02/2013 - 03/2019	German Academic Scholarship Foundation (Studienstiftung) Merit-based scholarship (€25,200)
08/2014 - 01/2015	German Academic Scholarship Foundation International scholarship (€2,850)

INVITED SEMINARS & CONFERENCE PRESENTATIONS

2025	Academy of Management (AOM) Annual Meeting; Organizational Economics Summer Symposium (OESS); Workshop on Future of Work, Gender, and Digitization (ESSEC); University of Mannheim (invited talk); IMEBESS
2024	Danish Research Unit on Industry Dynamics Conference (DRUID), Conference on Field Experiments in Strategy (CFXS); MaxSI Workshop of MPI & CBS, NBER Summer Institute - Personnel Economics (talk by co-author); Economic Science Association (ESA) World Meeting; OESS; LMU Behavioral Brown Bag Seminar; Doctoral Seminar MPI for Innovation & Competition
2023	Colloquium for Personnel Economics (COPE); Centre for European Economic Research (ZEW, invited talk); CREST (invited talk); OESS; Doctoral Seminar MPI for Innovation & Competition; LMU Behavioral Brown Bag Seminar; LMU Organizational Econ Chair Lunch
2022	Strategy Science Conference; University of Massachusetts Amherst (invited virtual talk); University of Utah (invited talk); 5th Research on Innovation, Science & Entrepreneurship Workshop (RISE5); LMU Behavioral Brown Bag Seminar; ESA World Meeting; 2nd Berlin Workshop on Public Economics: Gender Economics; Doctoral Seminar MPI for Innovation & Competition; LMU Organizational Economics Chair Lunch

TEACHING

PHD	"Platforms: Fundamentals & Recent Advances" (seminar, summer 2025, LMU Munich)
MASTER	"Project Course on Strategy, Technology, & Organization" (summer 2025, LMU Munich); "Advanced Topics in Organizational Economics" (seminar paper supervision, summer 2025, LMU Munich); MS thesis supervision (2x, LMU Munich)
BACHELOR	"Strategic Organization Design" (lecturer, winter 2024/25, LMU Munich); "Microeconomics 1" (TA, winter 2022/23, LMU Munich), "Diversity & Discrimination in Organizations: Insights from Empirical Research" (seminar paper supervision, summer 2025, LMU Munich), BS thesis supervision (3x, LMU Munich)

REFEREEING

Strategic Management Journal, Management Science, Research Policy, Industrial & Corporate Change, Schmalenbach Journal of Business Research, Southern Economic Journal, AOM Annual Meeting 2025

FURTHER ACADEMIC SERVICES

2025	DISCUSSANT Munich Summer Institute (MSI), CO-ORGANIZER MSI PhD Workshop
	DISCUSSANT ESSEC Workshop on Future of Work, MASTER'S ADMISSION INTERVIEWS
2024	DISCUSSANT MaxSI Workshop of MPI & CBS; DISCUSSANT RISE7 Workshop
	ORGANIZER & DISCUSSANT ISTO Homecoming alumni conference
2023	LEAD ORGANIZER MPI-IC's innov. & entr. department 10-year anniversary symposium
FROM 12/2021	MENTOR to 1st year PhD students in Economics
	(3x, thereof 1x Women in Economics Initiative e.V.)
12/2021	CO-LEAD-ORGANIZER of RISE4 Workshop for Junior Economists
06/2021	CO-ORGANIZER of Bavarian Young Economists' Meeting
12/2020	CO-ORGANIZER RISE3 Workshop for Junior Economists
11/2020	DISCUSSANT TIME Colloquium

SUMMER SCHOOLS

09/2021	Munich Graduate School of Economics (EBE & CRC TRR 190)
09/2019	FAIR at the Norwegian School of Economics (NHH)
08/2018	London School of Economics & Political Science (LSE)

LANGUAGES

GERMAN: Native; ENGLISH: Fluent (Graduate Studies in English); SPANISH: Conversational; FRENCH: Basic

TECHNICAL SKILLS

ADVANCED	Python, Stata, Qualtrics, MS Office, $\LaTeX$
BASIC	R, HTML, Git, oTree

REFERENCES

Tobias Kretschmer	Head of ISTO, LMU Munich	t.kretschmer@lmu.de
Florian Englmaier	Chair for Org. Econ., LMU Munich	florian.englmaier@econ.lmu.de
Nicola Lacetera	Professor, Dep. of Econ., University of Bologna	nicola.lacetera@unibo.it
Marlo Raveendran	Assoc. Prof., School of Business Admin., UC Riverside	marlo.raveendran@ucr.edu